

SANDRA SMITH GANGLE, J.D.

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Present Occupation: Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS: American Arbitration Association, FMCS,
OrLERA, Oregon State Bar, Conflict Resolution Association

EDUCATION: J.D., Willamette University College of Law (1980)
 M.A., University of Oregon (1968)
 B.A., College of New Rochelle (1964)

CERTIFICATIONS: Active member of Oregon State Bar since 1980
 Labor Roster of FMCS since 1985
 Labor, Commercial and Employment Rosters, AAA
 State Labor Arbitrator Rosters: OR, WA, CA, MT

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Private Practice of Arbitration (1985-present):

 Approximately 600 case appointments, 400 written awards

U.S. Postal Service Expedited Panel (1987-92)

Intern, Prof. Carlton J. Snow, 1978-82

Intern, Oregon Employment Relations Board (1979)

Labor Law Workshop Instructor, Portland State University (1981-83)

Instructor of Workshops in Arbitration, Mediation and Conflict Resolution:
 Western Oregon University (1995), Chemeketa Community College

INDUSTRIES SERVED: Public Sector: Education, Police, Deputy Sheriffs, State Hospitals, Prisons/Jails, City Government, State Government, County Government, Airport Management, Emergency Communications, Public Utilities, Transit Systems, Federal Agencies.

Private Sector: Aluminum, Bakery, Canning, Clothing/Textiles, Communications, Construction, Dairy, Electrical, Feed/Fertilizer, Food, Grain Mill, Health Care, Lumber, Nuclear Power, Office/ Clerical, Organizations, Printing/ Publishing, Retail Stores, Trucking, Warehousing.

ISSUES ARBITRATED: Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Discipline and Discharge, Discrimination (Age, Sex, Race, Disability, Religion), Dress Code, Drug/Alcohol Offenses, Fringe Benefits, Layoffs/ Bumping, Past Practices, Pension/ Welfare Benefit Plans, Promotion, Safety/ Health, Seniority, Sexual Harassment, Subcontracting, Wages, Hours/ Schedules, Sick Leave plans, Working Conditions, Violence/ Threats.

Published Cases:

United Grocers and Teamsters, Local 162, 92 LA 566 (1989)(Latent Ambiguity)
Down River Forest Products & Graphic Comm. Wkrs, 94 LA 141 (1989)(Missing Term)
Rexam Graphics and AWPPW, Local 78, 111LA 1177 (1999)(Discharge Arb.),
aff'd on motion to vacate award, 9th Cir., Aug. 8, 2000 (Case No. 99-35862)
Dept. of Veterans Affairs and AFGE, 113 LA 961 (2000)(Same-Sex Sexual Harassment.)
Fed. Bur. Of Prisons and AFGE, Local 3379, 114 LA 1126 (2001)(Procedural Arbitrability)
Albertson's and UFCW Local 555, 115 LA 887 (2001)(Insubordination, Sex'l Harassment)
Valley Communications Ctr. and VCC Employees Assn, 119 LA 1767 (2004)(Dress Code)

PUBLICATIONS:

"Alcohol and Drug-Related Issues in Public Sector Arbitration Cases",
Lab. Ed. and Res. Center (U. of O.) Monograph Series No. 5 (1986)
"Patient Abuse Cases: Violence in Residential Care Facilities",
Arbitration Quarterly of the Northwest (Fall 1992)
"Gender and Power in the Workplace", Arb. Quarterly of the Northwest (Spring 1993)
"Employment Arbitration Agreements: Are There Minimum Standards
of Procedural Fairness?" Proceedings, 1994 Univ. of Wash. ADR
"Arbitrator's Duty to Make Disclosures", SPIDR NW Newsletter, 11/95
"Public Policy vs. Public Opinion", U.of O. Monograph Series No. 17 (Fall, 2003)

FEES: **\$850 per day (7 hours) \$125/hr. for telephone conf., extra hours**
Cancellation fees: \$850/day of hearing (if less than 72 hours notice);
\$500 (3-10 days notice); \$300 minimum (after hearing date set); no fee
if case is postponed and actually proceeds to hearing at a later date;
travel time at ¾ hourly rate.

EXPENSES: **Plane Travel or Mileage from Portland (38 cents/mi); lodging, meals,**
Postage, copies, long-distance.